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Faculty Affairs Committee Minutes of the Academic Senate 2020-09-21

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Minutes FAC Meeting
21 September 2020, 2-3:15 pm via Zoom

Present: Sam Dorf, Mark Jacobs, Carissa Krane, Sayeh Meisami, Grant Neeley, Carolyn Roecker Phelps, Andrea Seielstad, Kathy Webb, Mary Ziskin

1. Minutes from 18 September 2020 meeting were approved.
2. FAC members each identified 3 issues related to the proposed revisions of the University Promotion and Tenure Policy as identified in the open forums and Academic Senate meeting minutes and submitted them via a Google form for discussion.

Primary issues identified:

- Issues with DE&I---concern about the DE&I training, timing of training (every 2 years)
 - Requests for clarification on the timing of promotion and tenure, early tenure, early promotion now tethered to tenure?
 - Concerns about establishing criteria/standards for P&T in the University Policy (The language of "high achievement" or "adequate" between tenure and promotion to full).
 - Law school process doesn't fit with the rest of the institution.
 - Definition of tenure; financial exigency, what does tenure mean and what doesn't it mean
3. The FAC identified the 5 main topics listed above as initial priorities due to the frequency with which these topics appeared in the open forums and senate discussion. Additional issues/topics that appeared less frequently will also be discussed during document revision.
 4. The FAC began addressing the issues identified above through revising a working draft of revised University Promotion and Tenure Policy document 21 September
 5. The FAC discussed DE&I, the list of activities in 1.C.2, the descriptions in 1.B.4 and 1.B.5.
 6. The FAC discussed the nature of the University P&T document as a policy and what should and should not be included in the policy document vs. in the supporting policies on the evaluation of teaching, research/scholarship/librarianship, service.
 7. Identification of action items.
 - a. Grant Neeley is going to revise the language related to 1.C.2.
 - b. Clarification of section 1.B.4 requested from Carolyn Roecker Phelps.
 - c. Clarification of section 1.B.5 requested from Eddy Rojas.
 8. Next meeting: Tuesday 29 September, 2020, 3:35-4:50 pm

Respectfully submitted,
Carissa Krane